RESEARCH PLAN PROPOSAL

SPOUSAL SUPPORT AND COPING BEHAVIOURS AS MEDIATORS OF RELATIONSHIPS AMONG STRESS, CONFLICT AND WELL-BEING IN EMPLOYED PARENTS

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INTRODUCTION

ROLE THEORY

According to role theory, work-family conflict occurs because of an inter-role conflict in which the role demands of one sphere (work or family) are incompatible with the role demands of another sphere (work or family).

Role theory suggests that the maintenance of multiple roles across work and family institutions is a source of strain (Voydonoff 1987, 1988). Role strain has been defined as "a transactional process reflecting an imbalance between demands and the resources available to cope with those demands" (Saharlach, 2011). This role strain is a direct result of taking on a number of responsibilities and not being able to successfully balance them. Although some stress can be positive (i.e., it can be stimulating and increase alertness), too much will ultimately affect quality of life (Altamirani, 2001). It is true that all people experience stress; research has shown there are instances that cause some people to experience an increased level of stress compared to others.

Role strain between working parents exists when they feel that there is a disparity in carrying out their roles. This disparity later on becomes a role conflict in which parents feel the stress of playing two or more roles at the same time as they feel burdened with managing their careers and their roles as parents. Therefore, role conflict arises as soon as parents realize the incongruence of their attitude and behaviours. Thus the growing children of working parents would have less time to bond and spend time with them, and this will lead to their feelings of lack of social support and social connectedness. Moreover, this may result in the children's undeveloped interpersonal skills which can be observed later on as they feel deprived of the persons whom should stand as the model for their behaviours (Myers 2005).

Role theory determines how a person will behave in a given situation where one's perceived roles or disposition is acquired and internalized (Amankwaa 2005). Role theory asserts that roles, inclusive of the gender roles and expectations of norms, culture, and society, direct the way people socialize and interact with one another (Myers 2005). The theory supports the framework of this study : that the roles of working parents have an impact on the children 's socialization attitude and behaviour towards others since parents lack the time to meet and monitor their child 's physical , emotional , mental , and social needs . The child growing with little or without parent's supervision decreases his or her feelings of acceptance and social belongingness

VARIABLES OF THE STUDY

A. ROLE- STRESSORS

A role stressor can be defined as the pressure experienced by an individual as a result of organizational and job-specific factors in the form of demands and constraints that have been placed on them (Kahn, Wolfe, Quinn, & Snoek, 1964).

Role stress theory states that organizational factors generate role expectations among role senders, who then transmit these as role pressures to the person. Experienced and prolonged pressure creates symptoms of ill health (Kahn et al., 1964).

B. INTER- ROLE CONFLICT

Inter-role conflict is usually defined as "incompatibility between the role expectations of different roles" (Frone & Rice, 1987)

Inter-role conflicts a conflict arising between the stresses of the role an entrepreneur plays in the work environment and his/her role in the home environment.

Stress produced as a result of performing conducting multiple roles simultaneously.

Inter-role conflict as "a form of role conflict in which the sets of opposing pressures arise from participation in different roles.…when pressures arising in one role are incompatible with pressures arising in another role."

Simultaneous occupancy of two or more positions having incompatible role expectations.

Work- Family conflict (WFC)

Effect of the work environment on the individual's family life, or when "participation in the family role is made more difficult by virtue of participation in the work role" (Greenhaus & Beutell, 1985)

Family - Work conflict (FWC)

"Form of inter-role conflict in which the general demands of time devoted to, and strain created by the family, interfere with performing work-related responsibilities" (Netemeyer, Boles, & McMurrian, 1996).

C. WELL-BEING

Well-being is a dynamic concept that includes subjective, social, and psychological dimensions as well as health-related behaviours.

The state or condition of being well; welfare; happiness; prosperity; as, virtue is essential to the well-being of men or of society.

The term ‘wellbeing’ “denotes that something is in a good state.

Well-being is a dynamic concept that includes subjective, social, and psychological dimensions as well as health-related behaviours.

Well-being is a positive and sustainable condition that allows individuals, groups or nations to thrive and flourish. Well-being....requires an integrated approach, one that embraces mind, body, society, and the environment. Understanding how individuals and communities can be helped to thrive and flourish could be of great benefit to our citizens, our educators and our leaders.

D. SPOUSAL SUPPORT

Assistance from social (spousal) networks.

Spousal support is the help, advice, understanding, and the like that spouses provide for one another (Aycan & Eskin, 2005).

E. COPING

The active utilization of resources, tangible and intangible, which alter the severity of the stressor and / or strain.

A state of harmony between internal needs and external demands and the processes used in achieving this condition.

Coping has been defined as constantly changing cognitive and behavioral efforts to manage specific external and/or internal demands that are appraised as taxing.

Coping refers to the thoughts and actions we use to deal with stress. In large part, feeling stressed or not depends on whether we believe we have the coping resources to deal with the challenges facing us.

REVIEW OF LITERATURE

ROLE STRESSORS AMONG EMPLOYED PARENTS

Conley, S. & Woosle, S.A conducted a study in 1999 on teachers role stress, higher order needs and outcomes on 371 teachers (101 males and 270 females). The study indicated that Organizational commitment and teachers' intentions to leave the organization are affected by role stress (primarily role ambiguity and role conflict in this study).

In a study done by Foley et al., in 2005 on work role stressors and turnover intentions on a sample of 887 professional clergy. Scales used were; Rizzo et.al., (1970) scale, to measure role ambiguity, role conflict, Beehr et al., (1976) scale to measure role overload, Frone et al (1992) scale was used to measure work-family conflict, Maslach burnout inventory used to measure emotional exhaustion & job satisfaction scale and was found that all the role stressors have significant positive effects on emotional exhaustion and stronger intentions to leave organization. Role overload have the strongest effects.

Dasgupta, H. & Kumar, S. conducted a study in 2009 on Role Stress among Doctors Working in a Government Hospital and the scales used was organizational role stress scale ,the study showed that Role Overload is most significant source or factor causing role stress among the doctors working in the hospital. Male doctors are more stressed than the female doctors in cases of – Inter-role Distance and Role Inadequacy.

In a study done by Ryan et al., in 2009 on role conflict, role ambiguity and work – family conflict among 442 university foodservice managers where a self-administrated questionnaire is used and it was found that role ambiguity and work hours worked per week increased the level of work-family conflict increased, and role ambiguity was the strongest contributor to work-family conflict.

Idris, M.K. conducted a study in 2011 on longitudinal effects of role stressors on strain: A comparison between three competing analytical approaches among 170 academics. The scales used were Quantitative Workload Inventory (QWI), Role conflict scale and General Health Questionnaire (GHQ12) and was found that role overload, role ambiguity and role conflict were positively related to strain.

Cardoso, P.M. & Fernandes, C.F.V in 2011 conducted a study on marital status, management level and social support differential in organizational role stress among 147 doctors using organizational role stress-scale and was found that there is a considerable difference in the level of role stress among men & women doctors, social support helped in reducing organizational role stress among doctors and results were found significant for all role dimensions.

INTER-ROLE CONFLICT AMONG EMPLOYED PARENTS

Herbert et al., (1997) conducted a study on inter-role conflict as a function of Life stage, gender, and gender-related personality attributes among 244 married adults. Instruments used were demographic questionnaire, a role conflict scale, and the Bern sex role inventory and was found that both women and men experienced the highest amount of conflict involving parent roles during the peak child-rearing years. Employed men experienced a higher degree of inter-role conflict between professional versus self roles than employed women. Married men experienced more spouse versus self role conflict than married women.

Steven et al., conducted (2000) a study on inter-role conflict as a predictor of job satisfaction and propensity to leave among 251 professional accountants and the results were that inter-role conflict had a negative relationship on job satisfaction and a positive relationship on propensity to leave and respondents who had a low level of professional commitment were more likely to quit their jobs when they experienced a high level of inter- role conflict than those who had a high level of professional commitment.

Aslam et al., (2001) conducted a study on Relationship between work-life conflict and employee retention among 200 employees and found week relationship between work-family conflict, family-work conflict and employee retention among public and private sector employees.

Apperson et al., (2002) conducted a study on women managers and the experience of work- family conflict among 2266 managers using Job attitude scale, health and coping was measured using scale developed by Moos, R., et al. (1986), family issues was measured using scale develpoed by Frone et al., and was found that Men

managers and women managers are experiencing similar levels of work-family conflict. Significant interactions were found for problem drinking and work overload.

In 2004 Esson et al., conducted a study on Consequences of Work-family Conflict among 181 teachers. The scales used were demographic questionnaire, work-family conflict scale, job stress scale, burnout scale, organizational commitment scale, job satisfaction scale, intention to turn over scale, life stress scale, life satisfaction scale, and implicit leadership scale and it was found that work-family conflict results in work, non-work and stress related consequences, and there was significant positive relationships between work-family conflict and job-stress & life stress and significant negative relationship was between job- stress and job satisfaction.

In 2006 Komarraju, M. conducted a study on work-family conflict and sources of support amongst Malaysian on 116 dual-career employees in which it was found that Dual-career employees who find family responsibilities intruding into their work activities are likely to experience lesser work satisfaction. Dual-career employees receiving support and encouragement from a spouse or from the employing organization are more likely to experience increased work satisfaction.

Razak et al., conducted a study (2010) on Family Issues and Work-Family Conflict among Medical Officers in Malaysian Public Hospitals among 391 medical officers and the results were that Parental demand and family involvement were positively related to work interference with family (WIF) and that spouse support and parental demand have significant impact on family interference with work (FIW).

WELL- BEING AMONG EMPLOYED PARENTS

Deckard et al., (1989) conducted a study on impact of role stress on 187 physical therapists' emotional and physical well-being. Instruments used were role conflict and role ambiguity scales, Maslach Burnout Inventory (MBI), anxiety-stress questionnaire and was found that role conflict and role ambiguity were significantly associated with emotional exhaustion, depersonalization, somatic tension, and job-induced tension, and role stress, particularly the frustration and strains created by conflicting demands, appears to contribute to diminutions in the emotional and physical well-being of physical therapists.

Parasuraman et al., (1992) conducted a study on role stressors, social support, and well-being among 119 two-career couples. It has been found that work and family role stressors were primarily related to job satisfaction and family satisfaction respectively, whereas work and family role stressors as well as work—family conflict

were associated with overall life stress. Work support was associated with increased job satisfaction, while spouse support was associated with greater family satisfaction.

Brotheridge et al., (2005) conducted a study on impact of work-family interference on general well-being among 474 government employers and it was found that work domain, supervisor support was related to work overload, job distress, and intentions to leave the job. Work overload and job distress were strongly related to WIF. WIF, in turn, was related to home overload and intention to leave one's marriage. In the family domain, family support was strongly related to home overload, marital distress, and intention to leave one's marriage. Home overload was moderately related to FIW. However, FIW was only weakly related to job distress.

In 2008 Aleem et al., conducted a study on marital satisfaction and anxiety among 60 single and dual career women. The scales used were marital satisfaction scale by and Sinha comprehensive anxiety scale. It has been found that pressure and hassles of jobs not only affect marital life but also proved to be a major source of anxiety particularly among women. Marital satisfaction among working women hardly gets disturbed due to their multiple role but the thought processes seemed to be disturbed that is manifested in the higher anxiety among them.

Namayandeh et al., (2011) conducted a study on the effect of job satisfaction and family satisfaction on work- family conflict (W-FC) and family-work conflict (F-WC) among 198 married female nurses. Scales used were work- family conflict (W-FC) and Family-work conflict (F-WC) Scale, job scale, family satisfaction scale and results were that married female nurses with high level of job satisfaction tend to report low level of W-FC, found significant relationship between the respondents' job satisfaction and F-WC and high level of family satisfaction is associated with low level of W-FC and F-WC.

MODERATING INFLUENCES OF SPOUSAL SUPPORT AMONG EMPLOYED PARENTS

Suchet et al., (1986) conducted a study on 64 employed mothers: inter-role conflict, spouse support and marital functioning. Scales used were short marital adjustment scale Dydic adjustment scale, primary communication inventory, inter-role conflict scale and spousal support scale and it was found that inter-role conflict and spouse support predicted marital satisfaction and verbal communication significantly. Spousal support moderated negative effects of inter-role conflict on marital satisfaction and verbal communication. With regards to non-verbal communication,

spouse support was both a significant main effect and a moderator of inter-role conflict.

Macewen et al., (1987) conducted a study on inter-role conflict, family support and marital adjustment among 51 employed mothers. The scales used were marital adjustment scale, perceived social support- family scale, original hardiness scale, inter-role conflict was scale and interaction strain questionnaire and was found that mothers high in family support and inter-role conflict experienced a significantly more negative change in marital adjustment than mothers low in family support and high in inter-role conflict.

In 1991 Bures et al., conducted a study on the effects of spousal support and gender on worker's stress and job satisfaction among 441 males and 695 males. Instrument used was survey questionnaire and was found that spousal support has a differential impact on men and women's work stress levels. High level of spousal support reduces men stress more than women's stress levels. A significant relationship between spousal support & job satisfaction was found. Spousal support significantly affects workers outcomes.

Rosenbaum et al., (1999) conducted a study on equalitarian marriages, spousal support, resourcefulness, and psychological distress among 94 married women. Findings indicated that women who had at least one resource (resourcefulness or spousal support) were less distressed than women who did not have either of these resources. Lack of spousal support was assumed to be stressful because it might have indicated to the women that they did not fulfil what is expected of them as "good mothers and wives."

Nooe et al., (2002) conducted a study on the moderating effects of spouse support on the relationship between work variables and women's work-family conflict among 310 women. The scales used were work-role scale, spousal support scale, interaction strain scale, and work-family conflict from which it was found that long working hours and overload were positively related to work-family conflict. Significant interactions were observed between work hours and spouse support, and between autonomy and spouse support.

Aycan et al., (2004) conducted a study on relative contributions of childcare, spousal support, and organizational support in reducing work–family conflict among 197 men and 237 women and was found that spousal support was related to WFC for women, whereas both spousal and organizational support were related to WFC for men. WFC had a negative relationship with psychological well-being, marital satisfaction, and parental role performance for both men and women

Daalen et al., (2005) conducted a study on sources of social support as predictors of health, psychological well-being and life satisfaction among 278 male and 181 female

from dual- earner families. Health, psychological well-being and life satisfaction scale and social support scale and was found that men report better health and psychological well-being than women, whereas women report higher life satisfaction than men. Women receive more social support from colleagues than men, while men and women equally receive support from their supervisor. With regard to non-work related sources of social support, men receive more social support from their spouse, while women receive more social support from relatives and friends.

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MODERATING INFLUENCE OF COPING BEHAVIOUR AMONG EMPLOYED PARENTS

Naquib (2003) conducted a study on multiple role stress and patterns of coping among 190 Women in Clerical Jobs and was found that women coped through learning to be self-reliant and by using cognitive and emotion-focused coping approaches and women's stress was embedded in inequality in gender roles, and the women are empowered to cope through relying on endurance and outliving conflict.

Ugwu (2010) conducted a study on employed "sandwich" generation Women: coping with work/ family conflicts among 147 women. Instrument used was Sandwich Generation Female Elites Stress and Coping (SGFESC) questionnaire and was found that sandwich generation women that receive care giving supports either from their husbands or from house-helps experience less stress than their counterparts without such care giving supports. Women who cared for the sick aged parents experience more stress than their counterparts who care for healthy aged parents. Female employees who provide care giving services to large families did not differ from their counterparts in the normal family size on measures of multiple role stress

Karve et al., (2010) conducted a study on role- stress and coping with role stress among 200 women executives. Scale used was organizational role stress scale and found that executives tend to use more of proactive style of approach mode of coping with role stress wherein they deal with role stress through own efforts, seeking help from significant others and using organizational resources to reduce role stress.

METHODOLOGY

RATIONALE

The significant growth of workers, particularly female workers, who are married and/ or have children, has led to an increase in attention and research addressing how such families coordinate work and family roles, and the impact one role has on the other. Past research has focused on understanding how occupying multiple roles within the occupational environment as well as within the family environment conflict and spill over on each other (Bedeian, Burke, & Moffett, 1988; Crouter, 1984; Crouter & Perry – Jenkins, 1986; Frone, Russell & Copper, 1992; Greenhaus & Beutell, 1985; Vodyanoff, 1980).

Literature examining this inter-role conflict has focused primarily on two domain of conflict: work to family conflict (WFC), created when the work role inferences with performance within the family role, and family to work conflict (FWC), which is created when the family role inferences with performance within the work roles (Gutek, Searle & Klepa, 1991). Despite the reciprocal nature of this inter-role conflict, research, historically, has emphasized to a greater extent WFC, with less attention towards to FWC (Crouter, 1984; Frone, Russell, & Cooper, 1992; Vodyanoff, 1980).

Moreover very few studies, especially in Indian context have examined how coping behaviour and social (spousal) support affects the experienced conflict between role stressors, inter-role conflict, and well- being.

Greater insight into this dynamics is necessary for getting a better understanding of the relationship between workers lives on and off the job as both employers and family therapy professional is interested in understanding the fit between what is good for employers and employees and their families.

The present studies aims to extend this understanding by throwing some light on their issues, including some insight into what elements within a family most significantly affect job satisfaction and performance.

IMPLICATIONS

This study has direct implications for work organizations. Regarding the relationship of role overload and inter-role conflict to job satisfaction and the moderating effect of support and coping may have an overall organizational success.
Organizations have implemented various programs in an attempt to address job satisfaction, inter-role conflict and role stressors including flex time, compressed

work, job sharing, child- care assistance, telecommuting, and reduced work hours. It is recommended that organization would benefit through the implementation of programs that enhance these positive parenting skills and coping techniques of their employees.

AIMS AND OBJECTIVES

- To investigate the relationship between role stressors and inter - role conflict.
- To investigate the relationship between inter - role conflict and well- being.
- To investigate the influence of spousal support on the relationship between role stressors and inter- role conflict.
- To investigate the effect of coping on the relationship between inters – role conflict and well-being.

HYPOTHESES

To fulfil the above objective the following hypotheses have been formulated.

- Hypothesis 1: Role overload will be positively related to inter- role conflict.
- Hypothesis 2: Inter- role conflict will be negatively related to well- being.
- Hypothesis 3: Spousal support will have moderating influence on the relationship between role stressors and inter- role conflict.
- Hypothesis 4: There will be a moderating influence of coping on the relationship between inter- role conflict and well- being.

SAMPLE OF THE STUDY:

The sample of the study will consists of 200 professionals, employed in multinational companies based on the following criteria of inclusion and exclusion:

Criteria of Inclusion:

a) Age group should be between 25 – 45 years.
b) All individuals should be married.
c) All individuals should be from nuclear families.
d) All should be professionally qualified.
e) All individuals should be belonging to upper middle class.
f) All individuals should have at least 1 child.
g) All individuals should have at least 4 years of experience.
h) Spouses of the individuals selected for the study should also be working.

Criteria of exclusion:

a) All individuals below the age of 25 years and above the age of 45 years.

b) All individuals who are unmarried/ divorced/ single parent.
c) All individuals belonging to joint families.
d) All individuals without even a single child at home.
e) All individuals with less than average 48 hours per week at paid work.
f) All individuals suffering from any psychological ailments or physical disabilities.
g) All individuals whose spouses or children are suffering from psychological ailments or physical disabilities.

The purposive sampling technique will be employed to select the sample.

DESIGN OF THE STUDY:

The design of the study will be co-relational research design.

PROCEDURE:

A sample of 200 employed parents will be selected on the criteria of inclusion and exclusion of the study. These subjects will be administered the tools of the study.

MEASURES OF THE STUDY:

1. Demographic Questionnaire
2. Work overload scale (Beehr, Wash and Taber, 1976).
3. Parental overload scale (Aryee's, 1999)
4. Inter- role conflict scale (Netemyer, Boles and McMurrian, 1996)
5. Life satisfaction scale (Diener, Emmons, Larson and griffin, 1985).
6. Job and family satisfaction scale (Brayfield and Rothe, 1951)
7. Spousal support scale (Matsui, 1995)
8. Coping behaviours (Latack, 1986).

STATISTICAL ANALYSIS:

The statistics used will be

a) Mean,
b) Standard deviation,
c) Correlation,
d) Regression analysis
e) Other relevant higher statistical measures.

LIMITATIONS OF THE STUDY

1. The present study is going to be limited due to time restriction therefore confined to 200 cases.
2. Only objectives test will be used in the study without supplementing it with some data obtained by using some projective tests.
3. Due to the co-relational data utilized within the study, cause & effect inferences cannot be made.

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APPENDIX

APPENDIX- A

WORK PARENTING SURVEY

Demographics

1) AGE: _____ 2) SEX: male____ female___

3) CURRENT MARITAL STATUS (check one):

___single ___married ___divorced ___widowed

___separated ___have a live-in partner

4) IF MARRIED / COHABITING, NUMBER OF YEARS (if applicable check one):

_____ Up to and including 5 years _____ 21 - 25 years

_____ 6 - 10 years _____ 26 - 30 years

_____ 11 - 15 years _____ over 30 years

_____ 16 - 20 years

5) HIGHEST DEGREE EARNED (check one):

_____ High school diploma _____ Master's Degree

_____ Vocational certificate _____ Ed.D. or Ph.D.

_____ Bachelor's Degree _____ Other (please specify)

6) PLEASE INDICATE YOUR OCCUPATION:

Briefly describe what you do _____

7) PLEASE INDICATE NUMBER OF YEARS IN PRESENT POSITION:

_____ Up to and including 1 year _____ 13 - 16 years

_____ 1 - 4 years _____ 17 - 20 years

_____ 5 - 8 years _____ 21 - 24 years

_____ 9 - 12 years _____ > 25 years

8) HOW MANY HOURS DO YOU SPEND WORKING FOR PAID EMPLOYMENT?
Hours per week_____

9) APPROXIMATE PRESENT ANNUAL HOUSEHOLD PRE-TAX INCOME FROM

_____ 0 - 10,000 _____ 60,001 - 70,000

_____ 10,001 - 20, 000 _____ 70,001 - 80,000

_____ 20,001 - 30,000 _____ 80,001 - 90,000

_____ 30,001 - 40,000 _____ 90,001 - 100,000

_____ 40,001 - 50,000 _____ > 100,001

_____ 50,001 - 60,000

10) NUMBER OF CHILDREN LIVING WITH YOU: _____

11) PLEASE INDICATE THE AGES OF YOUR CHILDREN (all children you are responsible for):_____

APPENDIX- B

SECTION A

I. The statements below describe satisfaction with life as a whole. For each statement, circle the response that reflects your agreement or disagreement.

1=strongly disagree

2=disagree

3=neither agree nor disagree

4=agree

5=strongly agree

	strongly disagree				strongly agree
1. In most ways, my life is close to ideal.	1	2	3	4	5
2. The conditions of my life are excellent.	1	2	3	4	5
3. I am satisfied with my life.	1	2	3	4	5
4. So far I have achieved the important things I want in my life.	1	2	3	4	5
5. If I could live my life over, I would change almost nothing.	1	2	3	4	5

II. The statements below describe the extent to which work interferes with family life and vice versa. For each statement, please circle the ONE response which reflects the extent of your agreements or disagreement.

1=strongly disagree

2=disagree

3=neither agree nor disagree

4=agree

5=strongly agree

	strongly disagree				strongly agree
1. The demands of my work interfere with my home and family life.	1	2	3	4	5
2. The amount of time my job takes up makes it difficult to fulfil my family responsibilities.	1	2	3	4	5
3. Things I want to do at home do not get done because of the demands my job puts on me.	1	2	3	4	5
4. My job produces strain that makes it difficult to fulfill my family duties.	1	2	3	4	5
5. Due to work-related duties, I have to make changes to my plans for family activities.	1	2	3	4	5
6. The demands of my family or spouse Interfere with my work-related activities.	1	2	3	4	5
7. I have to put off doing things at work because of the demands on my time at home.	1	2	3	4	5
8. Things I want to do at work do not get done because of the demands of my family and/or spouse.	1	2	3	4	5
9. My home or family life interferes with my responsibilities at work such as					

getting to work on time, accomplishing daily tasks and working overtime.	1	2	3	4	5
10. Family-related activities interfere with my ability to perform my job-related duties or activities.	1	2	3	4	5

SECTION B

I. Below are statements that describe perceptions of the amount of work to be performed in one's job within a given period of time. For each statement, indicate the extent of your agreement or disagreement.

1=strongly disagree
2=disagree
3=neither agree nor disagree
4=agree
5=strongly agree

	strongly disagree				strongly agree
1. I have too much work to do in my job to do everything well.	1	2	3	4	5
2. The amount of work I have to do in my job is unfair.	1	2	3	4	5
3. I never seem to have enough time to get everything done in my job.	1	2	3	4	5
4. If often seems like I have too much work to do in my job for one person to do.	1	2	3	4	5
5. I am responsible for too many activities in my job.	1	2	3	4	5

II. The statements below describe the amount of work a person has to do regarding his or her role as a parent. For each statement, indicate the frequency with which you feel you have too much or too little to do as a parent.

1=never

2=seldom

3=occasionally

4=often

5=always

	never				always
1. How often do you feel that your child (ren) is/are making too many demands on you?	1	2	3	4	5
2. How often do you feel that the amount of work you have to do as a parent is too much?	1	2	3	4	5
3. How often do you feel that the amount of time you devote to looking after your child(ren) leaves you with little time for much else?	1	2	3	4	5
4. How often do you feel you have too much work to do as a parent?	1	2	3	4	5
5. In general, how often do you feel overwhelmed by the demands of parenting?	1	2	3	4	5

SECTION C

I. Below are statements that describe the flexibility a person enjoys in scheduling his/her work activities. For each statement, indicate the ease or difficulty in altering or changing your work schedule.

1=impossible or very difficult

2=fairly difficult

3=difficult

4=not at all difficult

	impossible or very difficult			not at all difficult
1. How difficult would it be to make adjustments concerning the time you go to work and the time you leave work?	1	2	3	4
2. How difficult do you think it would be to get the days you work changed if you wanted them changed.	1	2	3	4
3. How difficult do you think it would be to have flexible work schedule?	1	2	3	4
4. How difficult is it for you to take time off during your work day to take care of personal or family matters	1	2	3	4

II. Below are statements that describe one's intentions or likelihood of looking for a job with another organization within the next year. For each statement. Indicate the extent of your agreement or disagreement.

1=strongly disagree

2=disagree

3=neither agree nor disagree

4=agree

5=strongly agree

	strongly disagree			strongly agree

1. I plan to quit my job within the next year. 1 2 3 4 5

2. I often think about quitting my job. 1 2 3 4 5

3. I will probably look for a new job within the next year. 1 2 3 4 5

For the next item, use the response options below

1=not at all likely

2=unlikely

3=somewhat likely

4=quite likely

5=extremely likely

	not at all likely				extremely likely
4. How likely is that you will actively look for a new job in the next year?	1	2	3	4	5

III. Below are items that describe support from one's spouse in combining work and nonwork roles. For each item, indicate the extent of your agreement or disagreement.

1=strongly disagree

2=disagree

3=neither agree nor disagree

4=agree

5=strongly agree

	strongly disagree				strongly agree

1. My spouse is very supportive of my participation in the work force. 1 2 3 4 5

2. My spouse understands that I have to accomplish both work and family duties. 1 2 3 4 5

3.If my job gets very demanding, my spouse usually takes on extra household or child care responsibilities. 1 2 3 4 5

4. My spouse looks after him/herself to reduce my share of household responsibilities.. 1 2 3 4 5

5. I can depend on my spouse to help me with household or child care responsibilities if I really need it. 1 2 3 4 5

IV. Below are statements that describe job expectations. For each item, indicate the extent to which it is false or true of your job.

1=very false

2=false

3=neither true nor false

4=true

5=very true

	Very false				Very true
1. I have to do things in my job that should be done differently.	1	2	3	4	5
2. I work with two or more groups who operate quite differently.	1	2	3	4	5
3. I receive conflicting job-related					

requests from two or more people. 1 2 3 4 5

4. I do things on my job that may be accepted by one person and not accepted by others. 1 2 3 4 5

SECTION D

I. Below are statements that describe performance in the family role. For each statement, indicate the frequency with which you perform that activity.

1=never

2=seldoom

3=occasionally

4=often

5=always

	Never				Always
1. On average, how often do you feel you fulfill your family responsibilities?	1	2	3	4	5
2. On average, how often do you feel you fulfill responsibilities that your family expects of you?	1	2	3	4	5
3. On average, how often do you feel you adequately fulfill your family responsibilities?	1	2	3	4	5
4. On average, how often do you feel you fulfill responsibilities that are essential to your role as a member of your family (e.g. parent; spouse)?	1	2	3	4	5
5. On average, how often do you feel you neglect to fulfill responsibilities that you are obligated to perform as a member of your family?	1	2	3	4	5

II. Below are strategies that employed parents like yourself may use to manage the challenges and difficulties of combining a job and parenting. Think about your experiences over the past year and indicate the frequency with which you have used each of these strategies.

1=never

2=seldom

3=occasionally

4=often

5=always

	Never				Always
1. Planned, scheduled, and organized carefully.	1	2	3	4	5
2. Set priorities so that the most important things get done.	1	2	3	4	5
3.Openly discussed conflicts in delegating household chores and child care with spouse.	1	2	3	4	5
4. Tried to be very organized so that you could keep on top of things.	1	2	3	4	5
5. talked to others to find a solution to your problems.	1	2	3	4	5
6. Enlisted assistance such as babysitters, domestic helper to do daily household chores.	1	2	3	4	5
7. Coordinated household work schedule with spouse and children (if applicable).	1	2	3	4	5
8. Tried to manage household chores and child care more efficiently.	1	2	3	4	5
9. Told yourself that those difficulties were not worth getting upset about.	1	2	3	4	5
10. Accepted the situation because					

there was little you could do about it. 1 2 3 4 5

11. Tired to put each task out of your mind when mot engaged in it. 1 2 3 4 5

12. Tired to make yourself feel better by eating, exercising or shopping. 1 2 3 4 5

13. Tired to see the positive side of the situation. 1 2 3 4 5

14. Told to see yourself that time takes care of situations like those. 1 2 3 4 5

15. Reminded yourself that work was not everything. 1 2 3 4 5

16. Tried not to get concerned about it. 1 2 3 4 5

III. Below are statements that describe attitudes toward job and family. For each statement, indicate the extent of your agreement or disagreement.

1=strongly disagree

2=disagree

3=neither agree nor disagree

4=agree

5=strongly agree

	strongly disagree				strongly agree
1. Most days I am enthusiastic about my job.	1	2	3	4	5
2. I feel fairly well satisfied with my job.	1	2	3	4	5
3. I find real enjoyment in my job.	1	2	3	4	5
4. I like my job better than the average person.	1	2	3	4	5
5. I am seldom bored with my job.	1	2	3	4	5

6. I feel fairly well satisfied with my family. 1 2 3 4 5

7. I find real enjoyment in my family. 1 2 3 4 5

8. I like my family better than the average person.. 1 2 3 4 5

9. I am seldom bored with my family. 1 2 3 4 5

10. Most days I am enthusiastic about my family. 1 2 3 4 5